

94-2503 TX,AUSTIN

08/10/04

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2503  
Revision No.: 21  
Date Of Last Revision: 08/04/2004

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette,  
Hays,  
Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	10.27
01012 - Accounting Clerk II	11.15
01013 - Accounting Clerk III	13.36
01014 - Accounting Clerk IV	14.89
01030 - Court Reporter	15.93
01050 - Dispatcher, Motor Vehicle	14.29
01060 - Document Preparation Clerk	11.25
01070 - Messenger (Courier)	9.07
01090 - Duplicating Machine Operator	11.25
01110 - Film/Tape Librarian	11.12
01115 - General Clerk I	8.75
01116 - General Clerk II	9.81
01117 - General Clerk III	13.01
01118 - General Clerk IV	14.34
01120 - Housing Referral Assistant	18.47
01131 - Key Entry Operator I	11.58
01132 - Key Entry Operator II	14.59
01191 - Order Clerk I	11.13
01192 - Order Clerk II	12.41
01261 - Personnel Assistant (Employment) I	11.25
01262 - Personnel Assistant (Employment) II	13.22
01263 - Personnel Assistant (Employment) III	15.33
01264 - Personnel Assistant (Employment) IV	17.07
01270 - Production Control Clerk	15.61
01290 - Rental Clerk	12.79
01300 - Scheduler, Maintenance	13.09
01311 - Secretary I	13.09
01312 - Secretary II	17.52
01313 - Secretary III	18.47
01314 - Secretary IV	20.56
01315 - Secretary V	24.04
01320 - Service Order Dispatcher	10.53
01341 - Stenographer I	11.37
01342 - Stenographer II	11.74
01400 - Supply Technician	18.69

01420 - Survey Worker (Interviewer)	14.09
01460 - Switchboard Operator-Receptionist	11.83
01510 - Test Examiner	15.93
01520 - Test Proctor	15.93
01531 - Travel Clerk I	9.32
01532 - Travel Clerk II	10.02
01533 - Travel Clerk III	10.50
01611 - Word Processor I	11.37
01612 - Word Processor II	13.17
01613 - Word Processor III	14.05
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.28
03041 - Computer Operator I	11.28
03042 - Computer Operator II	12.62
03043 - Computer Operator III	17.02
03044 - Computer Operator IV	18.89
03045 - Computer Operator V	21.22
03071 - Computer Programmer I (1)	19.02
03072 - Computer Programmer II (1)	24.06
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.28
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.10
05010 - Automotive Glass Installer	15.57
05040 - Automotive Worker	15.57
05070 - Electrician, Automotive	16.43
05100 - Mobile Equipment Servicer	13.66
05130 - Motor Equipment Metal Mechanic	17.30
05160 - Motor Equipment Metal Worker	15.57
05190 - Motor Vehicle Mechanic	17.30
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.53
05280 - Motor Vehicle Wrecker	15.57
05310 - Painter, Automotive	16.43
05340 - Radiator Repair Specialist	15.57
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.31
07010 - Baker	9.65
07041 - Cook I	8.88
07042 - Cook II	10.03
07070 - Dishwasher	7.84
07130 - Meat Cutter	12.87
07250 - Waiter/Waitress	8.01
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.54
09040 - Furniture Handler	9.72
09070 - Furniture Refinisher	14.54
09100 - Furniture Refinisher Helper	11.43
09110 - Furniture Repairer, Minor	13.17
09130 - Upholsterer	14.54
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	8.31
11060 - Elevator Operator	8.25
11090 - Gardener	10.65
11121 - House Keeping Aid I	8.10
11122 - House Keeping Aid II	8.25
11150 - Janitor	8.31
11210 - Laborer, Grounds Maintenance	8.49
11240 - Maid or Houseman	8.10
11270 - Pest Controller	12.13
11300 - Refuse Collector	8.31
11330 - Tractor Operator	9.93
11360 - Window Cleaner	9.09
12000 - Health Occupations	
12020 - Dental Assistant	12.91
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.69
12071 - Licensed Practical Nurse I	12.17
12072 - Licensed Practical Nurse II	13.65
12073 - Licensed Practical Nurse III	15.27
12100 - Medical Assistant	12.27
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	13.26
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	9.24
12222 - Nursing Assistant II	10.38
12223 - Nursing Assistant III	11.33
12224 - Nursing Assistant IV	12.71
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.60
12311 - Registered Nurse I	20.78
12312 - Registered Nurse II	25.35
12313 - Registered Nurse II, Specialist	25.35
12314 - Registered Nurse III	30.73
12315 - Registered Nurse III, Anesthetist	30.73
12316 - Registered Nurse IV	36.84
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.31
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	21.80
13050 - Library Technician	13.37
13071 - Photographer I	14.05
13072 - Photographer II	15.62
13073 - Photographer III	20.60
13074 - Photographer IV	22.06
13075 - Photographer V	25.15
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.96
15030 - Counter Attendant	6.96
15040 - Dry Cleaner	8.33
15070 - Finisher, Flatwork, Machine	6.96
15090 - Presser, Hand	6.96
15100 - Presser, Machine, Drycleaning	6.96
15130 - Presser, Machine, Shirts	6.96

15160 - Presser, Machine, Wearing Apparel, Laundry	6.96
15190 - Sewing Machine Operator	8.87
15220 - Tailor	9.61
15250 - Washer, Machine	7.56
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.54
19040 - Tool and Die Maker	21.54
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.30
21020 - Material Coordinator	15.16
21030 - Material Expediter	15.16
21040 - Material Handling Laborer	9.92
21050 - Order Filler	11.38
21071 - Forklift Operator	11.20
21080 - Production Line Worker (Food Processing)	11.20
21100 - Shipping/Receiving Clerk	12.02
21130 - Shipping Packer	10.99
21140 - Store Worker I	9.05
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.98
21210 - Tools and Parts Attendant	11.20
21400 - Warehouse Specialist	11.20
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.87
23040 - Aircraft Mechanic Helper	14.51
23050 - Aircraft Quality Control Inspector	20.86
23060 - Aircraft Servicer	16.68
23070 - Aircraft Worker	16.26
23100 - Appliance Mechanic	14.54
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	18.52
23130 - Carpenter, Maintenance	15.99
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician, Maintenance I	14.66
23182 - Electronics Technician, Maintenance II	20.27
23183 - Electronics Technician, Maintenance III	21.37
23260 - Fabric Worker	13.92
23290 - Fire Alarm System Mechanic	16.19
23310 - Fire Extinguisher Repairer	13.02
23340 - Fuel Distribution System Mechanic	16.84
23370 - General Maintenance Worker	13.78
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.84
23430 - Heavy Equipment Mechanic	17.07
23440 - Heavy Equipment Operator	15.31
23460 - Instrument Mechanic	16.66
23470 - Laborer	9.99
23500 - Locksmith	14.54
23530 - Machinery Maintenance Mechanic	16.84
23550 - Machinist, Maintenance	16.04
23580 - Maintenance Trades Helper	12.09
23640 - Millwright	17.00
23700 - Office Appliance Repairer	15.75
23740 - Painter, Aircraft	17.59
23760 - Painter, Maintenance	14.54
23790 - Pipefitter, Maintenance	18.44
23800 - Plumber, Maintenance	17.43
23820 - Pneudraulic Systems Mechanic	16.66

23850 - Rigger	16.66
23870 - Scale Mechanic	14.83
23890 - Sheet-Metal Worker, Maintenance	18.25
23910 - Small Engine Mechanic	14.32
23930 - Telecommunication Mechanic I	18.52
23931 - Telecommunication Mechanic II	19.45
23950 - Telephone Lineman	16.84
23960 - Welder, Combination, Maintenance	15.31
23965 - Well Driller	15.31
23970 - Woodcraft Worker	16.66
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.19
24580 - Child Care Center Clerk	11.45
24600 - Chore Aid	7.38
24630 - Homemaker	16.10
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.86
25040 - Sewage Plant Operator	14.95
25070 - Stationary Engineer	16.96
25190 - Ventilation Equipment Tender	12.23
25210 - Water Treatment Plant Operator	14.95
27000 - Protective Service Occupations	
(not set) - Police Officer	21.16
27004 - Alarm Monitor	14.03
27006 - Corrections Officer	14.39
27010 - Court Security Officer	17.74
27040 - Detention Officer	14.39
27070 - Firefighter	17.67
27101 - Guard I	9.50
27102 - Guard II	14.66
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.97
28020 - Hatch Tender	12.97
28030 - Line Handler	12.97
28040 - Stevedore I	13.41
28050 - Stevedore II	15.01
29000 - Technical Occupations	
21150 - Graphic Artist	21.57
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	18.62
29024 - Archeological Technician II	20.65
29025 - Archeological Technician III	25.78
29030 - Cartographic Technician	24.85
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	25.78
29061 - Drafter I	14.51
29062 - Drafter II	17.59
29063 - Drafter III	19.55
29064 - Drafter IV	25.78
29081 - Engineering Technician I	12.94
29082 - Engineering Technician II	15.61
29083 - Engineering Technician III	18.00
29084 - Engineering Technician IV	21.87
29085 - Engineering Technician V	23.65

29086 - Engineering Technician VI	26.96
29090 - Environmental Technician	19.28
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	21.71
29210 - Laboratory Technician	14.93
29240 - Mathematical Technician	25.78
29361 - Paralegal/Legal Assistant I	16.82
29362 - Paralegal/Legal Assistant II	19.35
29363 - Paralegal/Legal Assistant III	23.69
29364 - Paralegal/Legal Assistant IV	28.65
29390 - Photooptics Technician	23.58
29480 - Technical Writer	24.95
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	22.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	21.05
29622 - Weather Observer, Upper Air (3)	21.05
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.16
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	12.73
31300 - Taxi Driver	10.95
31361 - Truckdriver, Light Truck	12.73
31362 - Truckdriver, Medium Truck	13.53
31363 - Truckdriver, Heavy Truck	14.73
31364 - Truckdriver, Tractor-Trailer	14.73
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.15
99030 - Cashier	9.71
99041 - Carnival Equipment Operator	9.21
99042 - Carnival Equipment Repairer	9.88
99043 - Carnival Worker	7.73
99050 - Desk Clerk	9.11
99095 - Embalmer	18.49
99300 - Lifeguard	10.19
99310 - Mortician	18.41
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.91
99500 - Recreation Specialist	13.88
99510 - Recycling Worker	10.63
99610 - Sales Clerk	11.14
99620 - School Crossing Guard (Crosswalk Attendant)	8.31
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	17.36
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.27
99660 - Surveying Aide	11.92
99690 - Swimming Pool Operator	10.90
99720 - Vending Machine Attendant	8.71
99730 - Vending Machine Repairer	10.56
99740 - Vending Machine Repairer Helper	8.71

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,



there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.